

MEMORANDUM FOR: Deputy Director (Administration)

7 May 1951

SUBJECT : Career Program

1. This Agency now has in either specific or general provisions of legislation authority to provide benefits generally equal to, or better than, those provided in the Foreign Service Act which would be advantageous to this Agency. One example is higher pay.

25X1C 2. We do not have provisions for tenure of office and Presidential appointment. Such provisions can be restrictive as well as advantageous and are not believed to be appropriate to the security requirements of CIA.

3. The Civil Service Commission has stated that it will apply to appropriate CIA personnel the provisions of existing law authorizing time and one-half service credit against retirement for all service under certain circumstances in the same manner as the law now applies to FBI and other special categories of Government personnel. In effect, this law makes it possible for retirement at the age of fifty (50) after twenty (20) years government service with the same retirement pay as would normally accrue after a full thirty (30) years service. It provides for the benefit of an increased annuity above that previously stated for each year of service beyond twenty (20) years. This provides retirement for our people who serve abroad on an approximately equal basis to retirement provided for foreign service officers.

4. Other benefits for hazardous duty desired by covert offices such as special pay, death gratuities, and benefits of the Missing Persons Act can be applied to this Agency without legislation if approved by the Director. (See Attachment).

5. It is the opinion of the undersigned officials that a separate Career Act for CIA would not only be difficult to process through Congress, but would actually serve to restrict because of loss of currently possible flexibility, rather than aid, the development of an appropriate Career Program.

6. The Director of Training is preparing a Career Program for presentation for the Director's action.

Assistant Deputy Director  
Administration

Director of Training

Personnel Director

General Counsel

LTS:djk  
DD/A Chrono.  
Subject File.

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